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(FOR THE CANDIDATES ADMITTED

20 PCC 415

DURING THE ACADEMIC YEAR 2020 ONLY)

REG.NO. :

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI

END-OF-SEMESTER EXAMINATIONS: JULY-2022

M.COM.-CA

MAXIMUM MARKS: 70

IV SEMESTER

TIME : 3 HOURS

**HUMAN RESOURCE MANAGEMENT**

**SECTION - A**

**(10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.**

**(K1)**

**MULTIPLE CHOICE QUESTIONS.**

1. Choose the terms that are used to denote personnel management\_\_\_\_\_.
  - a) Labour management/human capital management
  - b) Welfare management
  - c) Systems management
  - d) Organisation management
2. Match the term which anticipates the required number of employees and determines the action plan for all the functions of personnel management\_\_\_\_\_.
  - a) Human resource planning
  - b) Human resource execution
  - c) Skill planning
  - d) Recruitment planning
3. Name the type of training provided to employees\_\_\_\_\_.
  - a) Job description
  - b) Job evaluation
  - c) On- the job and off-the-job
  - d) On-the job
4. Which is the managements most preferred basis of promotion?
  - a) Qualification
  - b) Seniority cum merit
  - c) Favouritism
  - d) Culture
5. Select the method of evaluating the behavior of employees in the workspot, both quantitative and qualitative aspects of job performance\_\_\_\_\_.
  - a) Job appraisal
  - b) Performance appraisal
  - c) Work performance
  - d) Job enrichment

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES**

**(K2)**

6. Define human resource management.
7. Explain the concept of job description.
8. Indicate the need for training of employees.
9. Explain the reasons for demotion.
10. Explain the HRM audit principles.

**(CONTD...2)**

**SECTION – B****(5 X 4 = 20 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS (K3)**

11. a) Examine the functions of human resource management.

**(OR)**

b) Describe the principles of human resource management.

12. a) Assess the factors influencing human resource planning.

**(OR)**

b) Examine the internal sources of recruitment.

13. a) Describe the employee training methods.

**(OR)**

b) Interpret the methods of implementation of training.

14. a) Assess the types of career development.

**(OR)**

b) Sketch the problems in promotion.

15. a) Describe the features of merit rating.

**(OR)**

b) Examine the types of appraisal errors.

**SECTION - C****(4 X 10 = 40 MARKS)****ANSWER ANY FOUR OUT OF SIX QUESTIONS****(16<sup>th</sup> QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS****(FROM Qn. No : 17 to 21)****(K4 (Or) K5**

16. Recommend the sources of recruitment of an organization.

17. Discuss the managerial skills and roles in an organization.

18. Determine the methods of job evaluation.

19. Summarize the effectiveness of training of employees.

20. Determine the importance and types of promotion of employees.

21. Evaluate the conduct of HRM audit and HR research.

